

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: National Park Service:NPS (and below)

For 4th Quarter 2017 for period ending September 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	113	88	101	85	76	85
Number of Complainants	111	87	100	84	74	85
Repeat Filers	2	1	1	1	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	33	27	24	31	22	26
Color	14	8	8	10	9	8
Religion	3	2	7	1	1	2
Reprisal	59	48	49	33	39	34
Sex	35	20	39	26	23	36
PDA	0	0	0	1	1	3

National Origin	8	8	11	12	9	12
Equal Pay Act	2	0	1	1	0	0
Age	43	24	38	26	20	33
Disability	28	31	33	28	28	17
Genetics	1	0	0	0	0	0
Non-EEO	3	3	3	2	2	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	14	7	13	8	20	14
Assignment of Duties	18	18	15	15	8	11
Awards	3	1	1	1	1	3
Conversion to Full Time/Perm Status	0	0	0	0	0	1
Disciplinary Action						
Demotion	1	0	0	1	0	0
Reprimand	9	3	8	7	3	6
Suspension	5	7	3	6	1	3
Removal	2	1	1	1	2	2
Other	13	7	4	0	0	0
Duty Hours	3	5	5	5	0	4
Perf. Eval./ Appraisal	21	11	13	7	8	10
Examination/Test	1	0	0	0	0	2
Harassment						
Non-Sexual	37	40	35	29	32	37

Sexual	8	2	4	6	4	1
Medical Examination	1	2	1	1	1	0
Pay including overtime	5	1	0	3	3	4
Promotion/Non-Selection	15	8	16	19	10	6
Reassignment						
Denied	0	0	1	0	1	0
Directed	1	1	5	3	0	3
Reasonable Accommodation Disability	14	15	6	8	10	4
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	1	0	1	0	2
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	2	0
Termination	15	9	10	4	3	7
Terms/Conditions of Employment	26	11	12	13	7	15
Time and Attendance	14	8	11	5	4	4
Training	9	1	4	2	2	2
Other						
User Defined - Other 1	7	7	4	0	0	0
User Defined - Other 2	1	2	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	369.95	344.07	254.77	214.90	197.67	184.92
Average number of days in final action	155.14	172.45	387.78	129.68	85.48	53.89
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	333.00	355.77	253.68	225.52	206.91	183.33
Average number of days in final action	139.55	154.72	544.04	85.69	18.00	36.20
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	449.14	319.00	259.90	180.79	191.35	186.03
Average number of days in final action	177.42	186.12	270.58	200.88	119.21	65.85
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	0	8	5	8	3	8
Average days pending prior to dismissal	0	146.75	209.2	113.5	202	128.13
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	6	5	14	5	6	6

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2017Thru09- 30	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	1	50	0	0	0	0
Medical Examination	0	0	0	0	0	0	1	50	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years	78	100	73	78	82	76
Total Complainants	76	98	68	74	78	76
Number complaints pending						
Investigation	43	6	2	0	1	0
ROI issued, pending Complainant's action	2	0	0	0	0	0
Hearing	45	67	62	75	75	76
Final Agency Action	15	30	11	4	7	1
Appeal with EEOC Office of Federal Operations	10	15	26	30	32	14
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	70	7	0	1	6	0